

Monitoring Report - Executive Limitations Policy
EL-3 Staff Relationships

BOARD POLICY EXPECTATIONS

With respect to interactions with district staff, the Superintendent shall not fail to ensure an organized, mission-focused, and empowering culture exists for all employees in the service of students.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-3 “Staff Relationships” in accordance with the monitoring schedule outlined in the board policy. I certify that the information contained in this report is true as of August 27, 2024.

Peter Rosenkranz, Superintendent

SUPERINTENDENT’S INTERPRETATION OF POLICY

Executive Limitation 3 ensures the Superintendent fosters a positive, mission-driven culture across the district, prioritizing actions that serve students' best interests. This includes creating a long-term district plan with stakeholder and Board approval, offering mission-aligned professional development, and treating staff with respect and care. The Superintendent is committed to fair and impartial handling of personnel matters, empowering staff through appropriate decision-making delegation, and recognizing achievements that benefit students. By recruiting top talent, managing union negotiations to minimize disruptions, and implementing a stakeholder-informed calendar development process, the Superintendent cultivates a supportive environment focused on student success.

REPORT

There are nine specific areas described in this policy. The following will address each specific area of EL-3 as best as possible. At the time of this report, I believe that the district is in compliance with the Board’s expectations.

- 1. The superintendent shall not fail in having a long-term plan for the district that has gained the support of all stakeholders and is approved by the Board.*

IN COMPLIANCE

The following was an excerpt from the August 2024 board report regarding our District Strategic Improvement plan:

[District Strategic Improvement Plan 2024-2025](#)

I am pleased to share a draft of the 2024-2025 District Strategic Improvement Plan, which will be finalized in the coming weeks. This plan is the result of extensive collaboration among our district leadership team, with a focus on aligning the needs of each individual school with the

district's overarching mission. The plan includes specific goals for each building, ensuring that our efforts are tailored to the unique contexts and communities we serve.

We will continue to strive to meet the needs of all students through thoughtful planning and consistent focus on academics.

- 2. Fail to provide positive, mission-focused professional development opportunities for all staff.*

IN COMPLIANCE

Over the past three years, we have significantly expanded our professional development opportunities to better meet the evolving needs of our staff. This year, we are further enhancing these efforts by introducing teacher cohorts, where educators can collaborate and focus on addressing the specific challenges they encounter in their work with students. Our dedicated staff consistently rises to the challenges in education, and we are committed to supporting them with the tools and resources they need to thrive.

- 3. The superintendent shall not fail to treat staff with respect, dignity, and concern for their well-being.*

IN COMPLIANCE

I have a deep respect for our staff and am committed to treating every team member with dignity and concern for their well-being. I strive to maintain a supportive and respectful environment, and I genuinely believe that my actions reflect this commitment. We also have a clear system in place for staff to seek assistance if they feel they are being treated unfairly. When concerns are raised, I approach them with an open mind, always aiming to learn and grow from the situation.

- 4. The superintendent shall not fail to handle personnel matters in a fair, appropriate, and impartial manner.*

IN COMPLIANCE

We have consistently relied on the contract to guide our work in personnel matters, and we will continue to do so moving forward. We will continue to maintain a half-time Assistant Superintendent to help address concerns, manage personnel issues, and resolve grievances as they arise.

- 5. The Superintendent shall not fail to appropriately and effectively delegate decision-making to the appropriate level in a manner that empowers distributed decision-making.*

IN COMPLIANCE

As I enter my fourth year as the Superintendent of La Center School District, I recognize the challenge in mastering this skill. My commitment remains steadfast in building a strong, cohesive team and fostering trust within it as we advance our district's educational mission. I am

continually impressed by our team's ability to stay focused on our core mission while adeptly meeting the ever-changing needs of our students and families.

- 6. The superintendent shall not fail to recognize the good work that staff achieves on behalf of students.*

IN COMPLIANCE

As we expand our social media outreach through platforms like Facebook, we remain committed to highlighting the outstanding achievements within our district. Our ongoing dedication to a 'growth mindset' ensures that we consistently pursue progress, regardless of our current successes. It's equally important that we acknowledge our mistakes and challenges, as they are key learning opportunities. By embracing these lessons, we can develop strategies that support our staff and students in fostering continuous intellectual growth.

- 7. The superintendent shall not fail to recruit the best staff possible to achieve the mission of the district.*

IN COMPLIANCE

Over the past two years, the La Center School District has seen a remarkable surge in interest for our job postings. Last year, we attracted 60 to 70 applicants per position. This year, we have exceeded 100 applicants for elementary positions and received 30 applications for administrative roles. These impressive numbers reflect a strong interest in our district. While it's true that recent layoffs in neighboring districts have contributed to the applicant pool, this upward trend began even before those unfortunate events. I am continually impressed by the caliber of applicants and eager to see how we will continue to strengthen our workforce.

- 8. The superintendent shall not fail to effectively manage employee union negotiations with minimal impact on district services to students.*

IN COMPLIANCE

I believe we have a strong and collaborative relationship with both unions, LCEA and SEIU. As we approach this school year with full contract negotiations, I am eager to work closely with our labor partners to enhance and refine our current agreements.

- 9. The superintendent shall not fail to implement a process for calendar development that allows stakeholder input.*

IN COMPLIANCE

The calendar, by policy, is processed mid-year. Routinely I seek input from staff for ideas as to how we can improve the calendar and be strategic in its creation. We have made adjustments based on feedback over the years.